Roles and Relationships

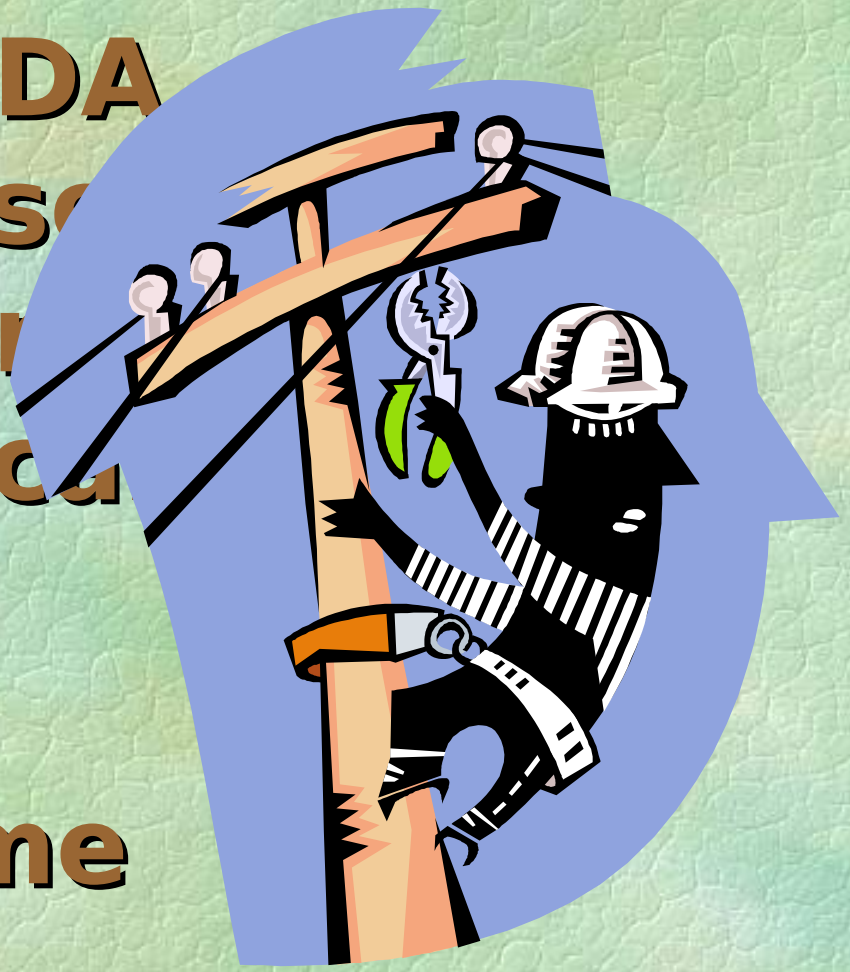
How Civilians Fit Into Today's Army

When the Army speaks of soldiers, it refers to commissioned officers, warrant officers, noncommissioned officers (NCOs), and enlisted personnel- both men and women.

When the Army speaks of leaders, it refers to all Army leaders-soldiers and DA civilians-they share the same goal: to accomplish their organization's mission. The roles and responsibilities of each overlap.

In many organizations you may see what appears to be more civilians than military personnel, and you may ask why?

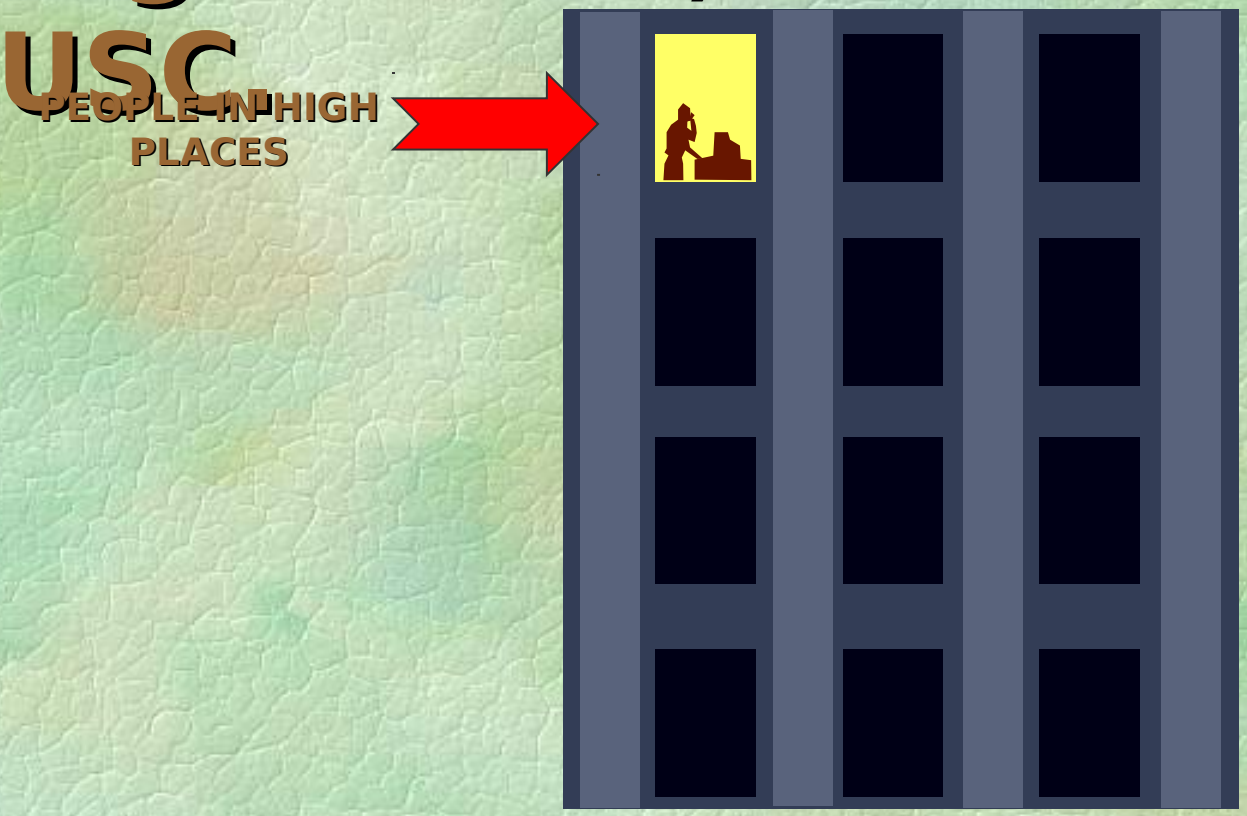
The answer is simply that the Army employs DA civilians because they possess or develop technical skills that are necessary to accomplish some missions.



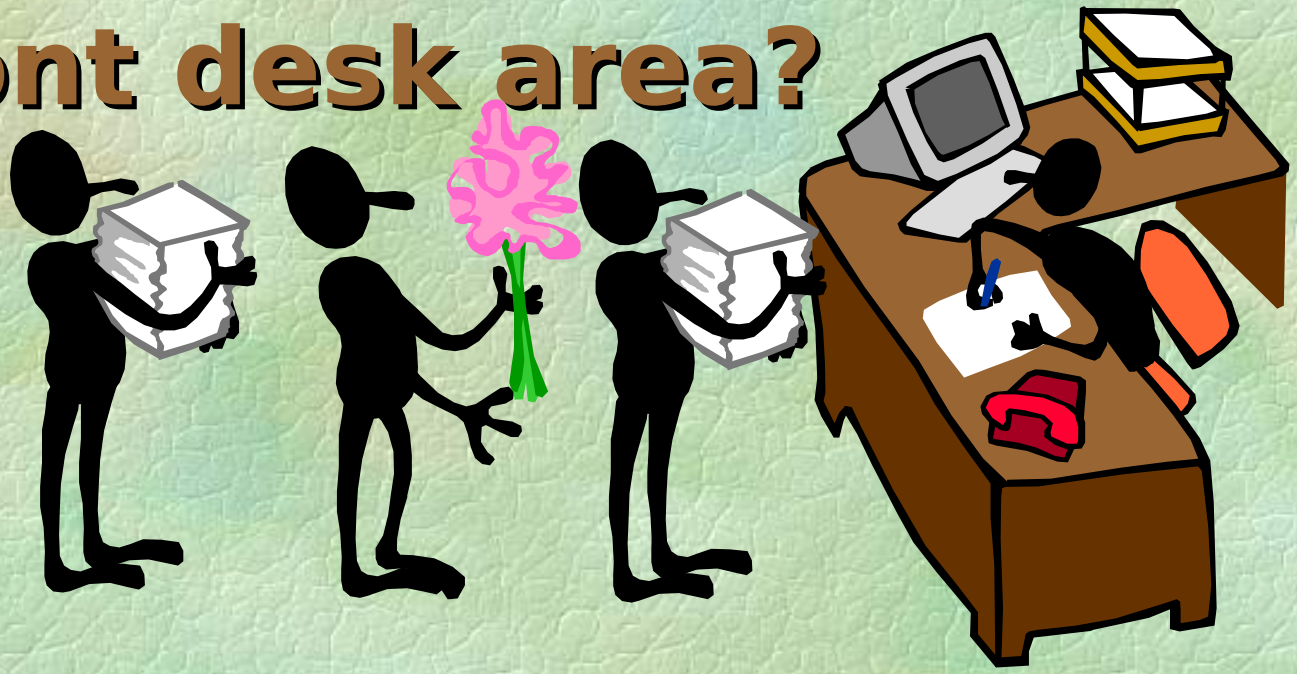
Okay, now we understand why we have civilians in the work-place. But, how do their roles and responsibilities overlap with ours?

As members of the executive branch of the federal government, DA civilians are part of the Army. And, like us, they derive their authority from a variety of sources.

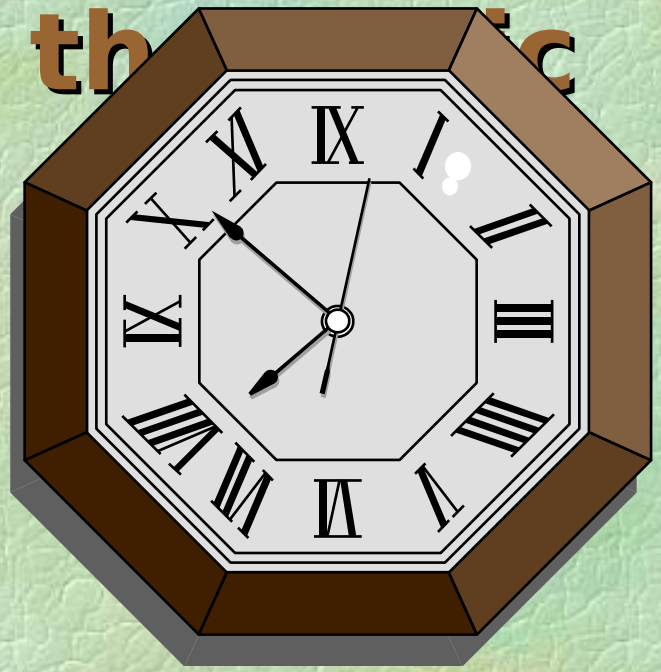
Sources for DA civilians include commanders, supervisors, Army regulations, and Title 5 USC.



Does that mean the civilian records manager at the front desk can make the rules for the front desk area?



Can the GS-9 working in the lab initiate the 59 Minute Rule in the absence of th[illegible]c NCOIC?



Well, let's see!

DA civilians' authority is job-related: they normally exercise authority related to their positions.

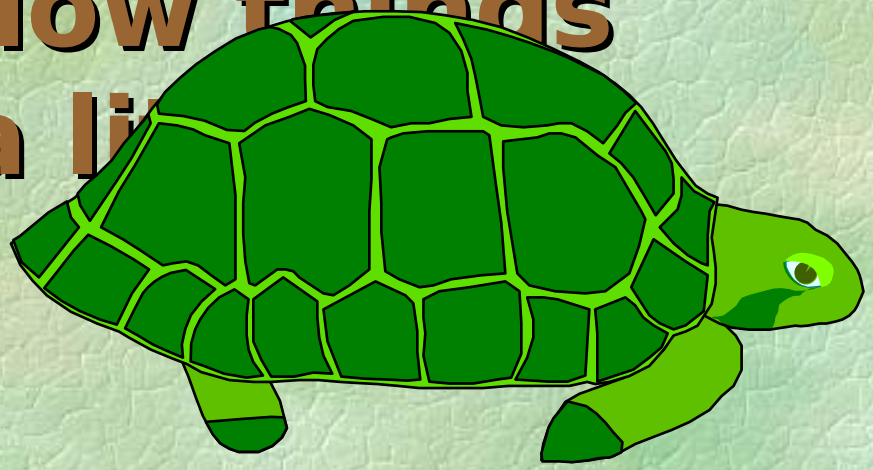
And, when appropriate, officers may delegate authority to DA civilians. These leaders, in turn, may delegate that authority.

So, it might be fair to say if a civilian is the head of a department, and given authority, it would not be out of the question for them to exert that authority.

Although, Officers and DA civilian leaders should consult their Command Sergeant Major, First Sergeant, or NCO assistant before implementing policy.

Still not clear on this?

Let’s slow things down a li



DA civilians may exercise general supervision over an Army installation or activity; however, they act under the authority of a military supervisor.

No definitive lines separate Officer, NCO and DA civilian responsibilities

However, Officers, NCOs, and DA civilians lead other Officers, NCOs, and DA civilians and help them carry out their responsibilities, but DA civilians do not command.

So, DA civilians can be delegated authority.

Right?

Unless restricted by law, regulation, or a superior, leaders may delegate any or all of their authority to their subordinate leaders.

However, such delegation must fall within the leaders scope of responsibility.

Looks like civilians are here to stay…

The complimentary relationship and mutual respect between the military and civilian members of the Army is a long-standing tradition.

Since the Army's beginning in 1775, military and DA civilian duties have stayed separate, yet necessarily related. Taken in combination, traditions, functions, and laws serve to delineate the particular duties of military and civilian members of the Army.

But, it appears that most of the positions filled by civilians are to free-up enlisted soldiers for other jobs, tasks, or missions, and not necessarily those of officers.

Is that right?

DA civilians fill positions in staff and base sustaining operations that would otherwise have to be filled by Officers and NCOs.

Senior DA civilians establish policy and manage Army resources, but once again, they do not have the authority to command.

So, you see, DA civilians are not just filling enlisted slots, they fill officer slots as well, with the exception of command positions.

Another way DA civilian responsibilities overlap with ours, is that the Army expects DA civilians leaders to be more than specialists: they too are expected to apply technical, conceptual, and interpersonal skills together to accomplish missions - in a combat theater, if necessary.

We know responsibilities fall into two categories: command and individual. But, how does this apply to DA civilians?

All soldiers and DA civilians must account for their personal conduct. Commissioned Officers, Warran Officers, and DA civilians assume personal responsibility when they take their initial oath of

OATH OF OFFICE

I will support and defend the Constitu of the United States against all enemi foreign and domestic; that I will bear faith and allegiance to the same; that take this obligation freely, without an mental reservation or purpose of evas and that I will well and faithfully disch the duties of the office on which I am about to enter. So help me God.

Standard Form 61

One of the first things we learn when we enlist into the Army is the importance of the chain of command.

How does that apply to DA civilians?

While the Command Sergeant Major is the advocate in a unit for soldier issues, DA civilians have no single advocate. Rather, their own leaders, civilian personnel advisory center represent them and their issues to the

Often the senior DA civilian in an organization or the senior DA civilian in a particular career field has the additional duty of advising and counseling junior DA civilians on job-related issues and career

But, don't Army personnel also counsel DA civilians?

Yes!

Much like enlisted soldier counseling, we use the Total Army Performance Evaluation System (TAPES) for our civilians.

A counseling checklist (DA Form 7223-1) is the form on which the Rater writes what needs to be done--work and training--and how the Ratee is doing.

QUESTIONS???